Western Region Conference
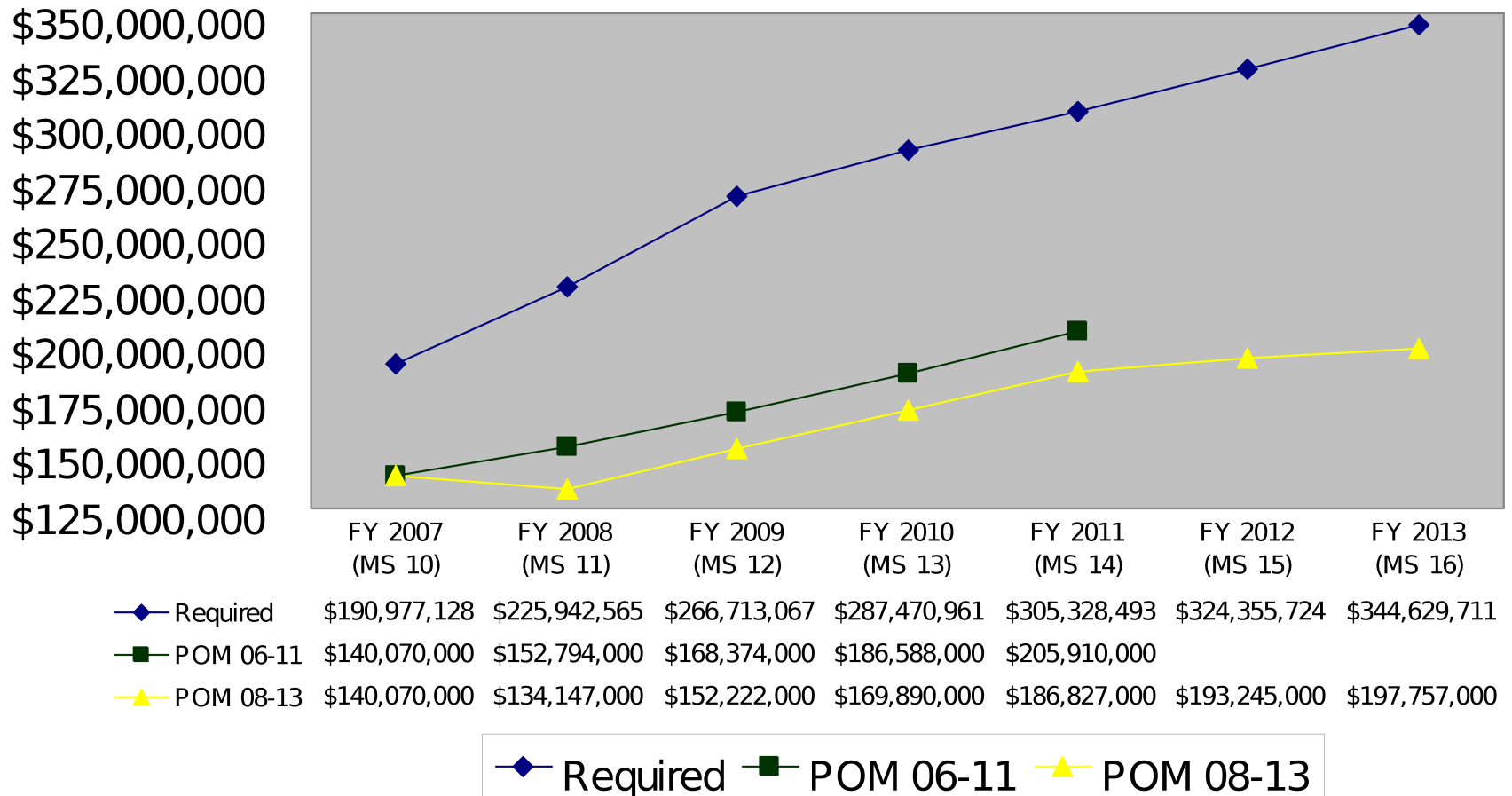
Mr. Jim Ainslie
Chief, Incentives Division, G2

ROTC Scholarship Program
Long Term Direction

Develop a program that will:
- Meet Army Requirements
- Remain within Existing Resource Allocations
- Be Flexible to Meet Changing Needs
- Be Simple to Understand and Manage
- Provide Opportunities
- Maintain Rigorous Standards
- Be Equitable
- Remain Competitive with Sister Services
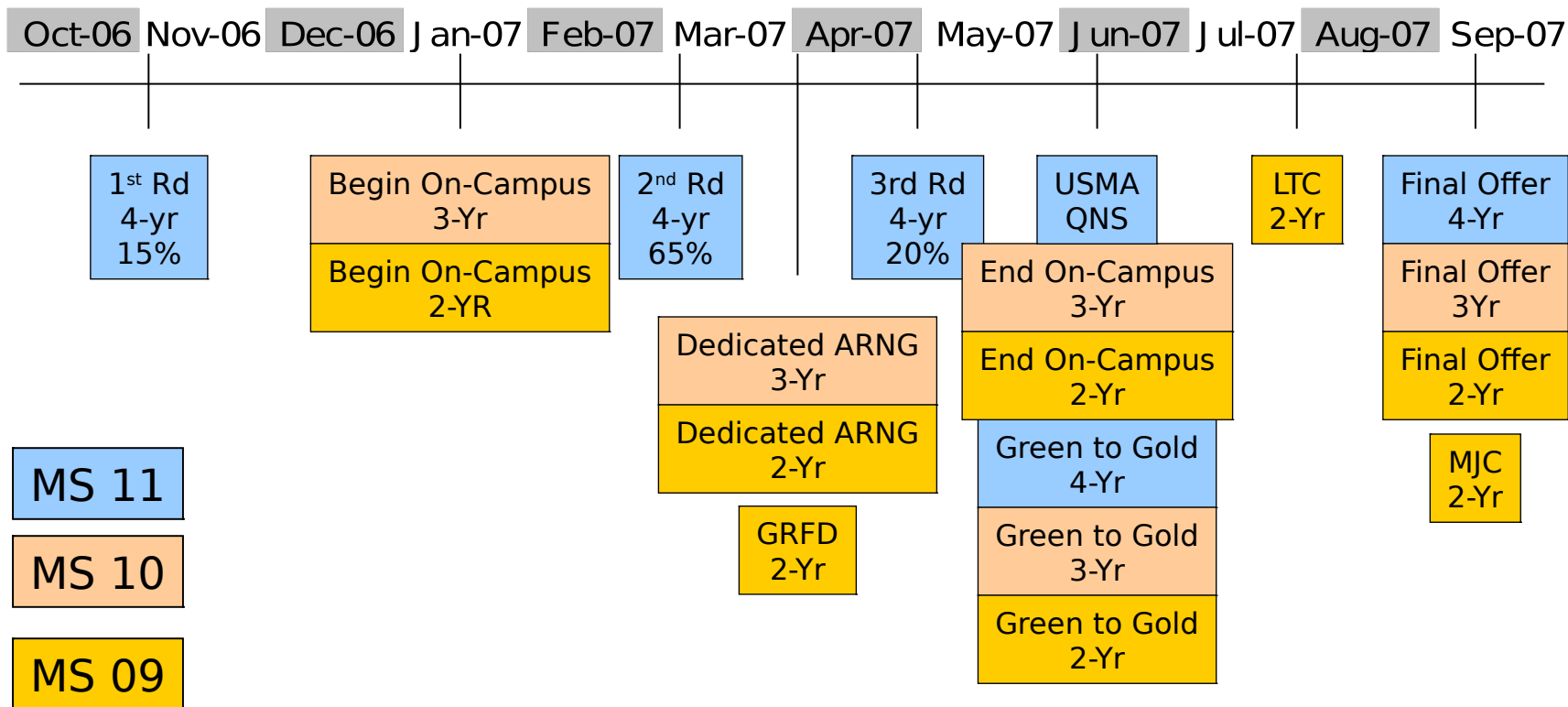- Maintain linkage of Scholarship with Commission Mission

Incentives Funding

	FY 2007 (MS 10)	FY 2008 (MS 11)	FY 2009 (MS 12)	FY 2010 (MS 13)	FY 2011 (MS 14)	FY 2012 (MS 15)	FY 2013 (MS 16)
Required	$190,977,128	$225,942,565	$266,713,067	$287,470,961	$305,328,493	$324,355,724	$344,629,711
POM 06-11	$140,070,000	$152,794,000	$168,374,000	$186,588,000	$205,910,000		
POM 08-13	$140,070,000	$134,147,000	$152,222,000	$169,890,000	$186,827,000	$193,245,000	$197,757,000

◆ Required   ■ POM 06-11   ▲ POM 08-13

Budget Issues

- FY 07 approximately $12M overspent
  - TRADOC taxed FY 07 after all funds were committed.
  - Promise of funding being restored
- FY 07 funding is greater than FY 08
  - FY 08 impacted by reduction and potential TRADOC Taxes
  - Reduces opportunities for new scholarship offers for FY 08
  - 100% utilization of FY 07 funding results in FY 08 shortfall
- Solutions
  - Request restoration of funding (Completed)
  - Closely manage funding in FY 07 and FY 08 (Working)

Scholarship Offer Timeline for SY 07-08

Oct-06	Nov-06	Dec-06	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07

1st Rd 4-yr 15%

Begin On-Campus 3-Yr
Begin On-Campus 2-YR

2nd Rd 4-yr 65%

Dedicated ARNG 3-Yr
Dedicated ARNG 2-Yr

GRFD 2-Yr

3rd Rd 4-yr 20%

USMA QNS
End On-Campus 3-Yr
End On-Campus 2-Yr
Green to Gold 4-Yr
Green to Gold 3-Yr
Green to Gold 2-Yr

LTC 2-Yr

Final Offer 4-Yr
Final Offer 3Yr
Final Offer 2-Yr
MJC 2-Yr

MS 11

MS 10

MS 09

Harvested Funds From Attrited Cadets are Reutilized For New Scholarships

Timelines to Contract

Condition	Action	Initiate	Deadline
DODMERB	Schedule	Upon initial application	6 months from date of offer
Height/Weight	Measure/ weigh	Upon initial application	15 Dec 15 Apr (mid yr entries)
APFT	Train	Upon initial application	15 Dec 15 Apr (mid yr entries)
Administrative Condition Waivers	Required Paperwork	21 days from initial application	6 months from date of offer

Incentive Enablers Briefed to ASA M&RA

- Restore FY 07 Funding.
  - Currently $20.6M short due to reductions after scholarship offer cycle
- Restore POM 08-13 funding to at least 06-11 levels with tuition inflation
- Approve and fund LTC contracting bonus pilot program
- Designate Nursing as a critical skill to allow payment of bonus for retention and commission in ANC
- Support ROTC Loan Repayment program that allows qualified loans after contracting
- G1 approve doubling Green to Gold Active Duty Option Program
  - Annually 200 in program
    - 100 MS III
    - 100 MS IV
  - Proposed annually 400 in program
    - 200 MS III
    - 200 MS IV
    - Application population will support

EAP for ECP

- Expanded Assistance Program for ECP Lieutenants
  - Provide financial assistance for ECP LTs to pursue baccalaureate degree
  - Can be used for tuition & fees or Room & Board
    - Room & Board capped at $10K
    - Same rules as Room & Board option for Cadets
  - Different funding line from Scholarship Program
- Approval provided late FY 06
  - 78 Lieutenants @ approximately $425K
  - FY 07 Funding $3.1M

Community College Formal Linkage Program

- Expands the recruiting base for cadets into the ROTC program through the community college system.
  - MS II Non-scholarship
  - Scholarship
- Various states and Universities have agreements in place linking community colleges to baccalaureate producing institutions.
  - USACC not part of the agreement
  - Separate agreement from Partnership agreement or Educational Services agreement
- Agreements must include language to reflect that cadets will be guaranteed matriculation into the baccalaureate degree producing program upon successful completion at community college
  - CJA reviews agreements and approves for participation in program
- Currently 4-Year scholarships not approved for use at Community Colleges

Back-Up

Scholarship 101
Macro Funding

Distributing Scholarship Funding

- The distribution of scholarship funding is accomplished through goal based methodology
  - Factors that influence distribution to brigade level are
    - Mission
    - Cost
    - Scholarship Retention Rates
  - The scholarship program is designed to produce approximately 65% of the commissions in the command
    - This is not necessarily 65% at each program
    - Some programs are scholarship centric
    - Some programs are non-scholarship centric
- Scholarship funding is complex because it is a multi-year program funded in one year increments
  - Each school year covers 5 mission sets
  - A mission set appears in 5 different school year allocation plans
  - Scholarships awarded in one year have a funding tail that must be accounted for during the life of the scholarship

Determine Requirements

- What percentage of Mission is to come from Scholarship?

- What is the number of scholarship commissions

- What is the MSL 3 to MSL 4 retention rate?

- What is the retention rate from MSL 4 to commission?

- What is the number of MSL 3s on scholarship?

- What is number of MSL 4s that will be on scholarship?

U.S. Army Cadet Command

Determine Number of Scholarships
for Advanced Course

- Mission = 4500

- Percentage = 65%

- Scholarship Commissions = 2925

- MSL 4 to Commission = 90%

- Number of MSL 4 on scholarship = 3218

- MSL 3 to MSL 4 retention rate = 89%

- Number of MSL 3s = 3571

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Initial Costing

- What is the average cost of a scholarship?

- What is the cost of MSL 3?

- What is the cost of MSL 4?

- Cost Data
  - MSL 3 – 3571 * $15,000 = $53,571,375
  - MSL 4 – 3218 * $15,000 = $48,571,375
  - Advance Course Cost = $101,833,875

U.S. Army Cadet Command

Basic Course

- How many 4-yr scholarships?

- What do they cost?

- What is the left in the budget?

- How many 3-year scholarships can be provided?

- Cost Data
  - 4-yr Scholarships –
    - 2000 * $15,000 = $30,000,000
  - Remainder of Budget - $33,000,000
  - Number of 3-yr Scholarships - 2200

Funding Distribution by MS Class

- Budget = $164,833,875
  - MSL 1 - $30,000,000
  - MSL 2 - $33,000,000
  - MSL 3 - $53,571,375
  - MSL 4 - $48,262,500

- From each mission set the amount of scholarships in force are subtracted

- Remainder is distributed to all accounts

U.S. Army Cadet Command

Distribution

- FY 08 was distributed using
  - Mission
  - Retention
  - Average Cost
  - Bottom up identification of requirements
- HQ accounts were decremented by mission set remainder distributed to Brigades

Brigade Campaign Plan

- Considerations
  - Non-scholarship market
  - Green to Gold (all 3 options)
  - Nurse
  - Reserve Components
  - Scholarship Plan
  - Fill each Mission Set using combination of all markets